

Understanding the role of constable/Maintaining Professional Standards 1001

In this section, I will be looking at the concept of 'professionalisation of the police service' and how maintaining professional standards, being ethical and inclusive and having coaching and mentoring contribute to this as a Police Constable (PC). When an officer first joins the service, they go through initial training where they will learn the theory behind the role, backed up with practical skills/lessons. However even with the best training and learning, the theoretical material given is very different to policing on the streets.

In the initial training, practical elements are important, but the basics also need to be covered. These are maintaining professional standards and the behaviour of officers when facing the public. The role of a response PC is seen as 'a profession, it isn't a job' as outlined by K. Lumsden (2017). This is due to the demands and knowledge needed. When an officer first joins the ranks as a PC, they learn about the Code of Standards which is set out in the Code of Ethics issued by the College of Policing under Section 39(A) of the Police Act 1996. The Home Office defines the standards as '...a statement of expectations that the police and public have of how a police officer should behave.' There are ten principles that an officer must follow at each time, these are:

1. Responsibility & Accountability
2. Honesty & Integrity
3. Lawful Orders
4. Use of force
5. Authority, respect & courtesy
6. Equality
7. Confidentiality
8. Fitness for duty
9. General Conduct
10. Challenging and reporting improper conduct

(List above is para-phrased from College of Policing website)

This code ensures that all PCs follow the same set of standards, and these are closely monitored by each service's Professional Standard Departments. South Wales Police check these using vetting, anti-corruption teams, complaint and misconduct policies and governance.

Another important tool used to improve professionalisation is coaching and mentoring. Boud and Garrick (1999) state that "learning through work occupies an important role in maintaining and developing vocational practice." After initial training, a student PC is given a tutor who they will go on patrol with, and their skills learnt in training can be put to the test. Fagan and Ayers (1985) state that the training of PCs is "not complete until they work the streets under the guidance of a seasoned veteran". Student officers will learn the theory on how to deal with certain scenarios, such as anti-police public, but aren't able to put these theories into practice until out in the community. The tutors give practical targets for these situations which are then assessed.

The benefits of having coaching and mentoring as a student PC are that you attend calls with an experienced officer who you can learn from and see as a role model. This allows you to learn how to speak and deal with the public when on calls. A rapport is built with your tutor, which enables you to become more confident and deal with calls more quickly which allows for a better learning experience. The tutor gets to know the strengths and weaknesses of the PC so they can amend their teaching style to get the most out of the student. Working from one station allows you to get to know the community and the surrounding area which allows you to be more effective in your role.

A negative of coaching and mentoring is that you attend all calls with the same PC. If you were to attend with different officers, you could learn different skills and different ways of dealing with the public. This also means you may get taught one way of doing things, which may not be best practice. The student officer could also get too comfortable with the tutor and begin to get complaisant in the role.

Earlier we talked about the professional standards an officer must endeavour to follow. I will now look at more in depth at Point 6 -Equality. Throughout their career, PCs will meet a wide range of persons, including different sexes, race, colour, language, religion, political views, age, disability, or sexual orientation. As a PC, it is vital that they are inclusive and that everyone receives the same professional courtesy and are treated no differently to other members of the public who have similar concerns/ report similar crimes.

An example of how the police treat these 'characteristics' is to look at hate crime, where they regularly occur. A hate crime is defined as a person(s) targeted with hostility based in a person's race, religion, disability, sexual orientation, and transgender identity (CPS website). South Wales Police are actively trying to address how they respond to hate crime. This is shown in an article on the South Wales Police Commissioner website. There are a set of procedures to follow when dealing with a hate crime which can then easily be recorded on the crime occurrence log on their PC system. This allows PCs to ensure that each person receives the same amount of action.

South Wales Police have set procedures to follow when dealing with a hate crime that PC must follow and can be easily recorded in the crime occurrence log. PC are ware of these procedures and can easily follow them to ensure that each person receives the same amount of action.

It is also important for the police to look 'in house' and ensure the job of a PC is seen as inclusive. South Wales Police are trying to develop this by "promoting and achieving a fully inclusive workforce" shown in the Representative Workforce Programme of the Commissioner of South Wales Police. It is also important for all officers and staff to have the same opportunities, such as promotions, attendance of courses and time off for religious reasons.

In conclusion, several different practices and regulations contribute to the professionalisation of the police service. Some of these are quite established and effective while others are still developing but all together, they promote a professional and efficient way of working.

Response Policing 955

In this section, I will evaluate the role of the police in response policing, looking at public perception and the response to critical/major incidents. According to a recent YouGov article 'more Britons are unconfident than confident in police to deal with crime locally'. This could be due to recent high profile cases which have shown the police in a negative way, such as the Sarah Everard murder.

When an incident comes in, response officers are typically the first physical presence a victim/member of the public sees. It is therefore important to take control of the situation in a professional way as the public constantly judge how officers behave. They are quick to judge if their interpretation of a 'professional police officer' is not met. As stated by K Mynenko and K Ditcham in RUSI, "the policing model in the UK relies on the public's consent and trust...how the public perceive that they are treated by the police." Each police force has policies and procedures in place to ensure that officers know how to deal with situations professionally and consistently.

An example of where this is important is during domestic abuse incidents. According to the Office for National Statistics 'domestic abuse related crime accounts for one in six of all crime recorded in England and Wales'. The police have to have a duty of care to safeguard everyone at the scene, including the victim, suspect and other people at the address. The College of Policing state 'the first priority of the police is to make people safe'. A report by HMICFRS states that 'It is crucial that the first contact a victim of domestic abuse has with the police is supportive and empathetic to gain their trust.' Positive action is always taken in incidents that are domestic in nature, even if no offences have occurred, to ensure that an incident doesn't escalate once officers leave. By removing a person from the situation, it allows the victims time to reflect on the situation and use tools given by officers, such as the LIVE FEAR FREE helpline. This positive action could act as a way of breaking a negative cycle and make it more likely for the person to report a crime in the future.

Domestic incidents often have two conflicting accounts of what has actually happened. This means, from a public perception point of view, there is always going to be one side that will have negative feelings towards the police, possibly feeling the job wasn't done correctly. This can be seen by a super complaint made by The Centre for Women's Justice because it is concerned that 'the police are failing to use protective measures...to protect women and girls.'

Negative public perception could lead to a victim/witness not engaging with the Police. The College of Policing say 'without the cooperation of the public, policing...would become essentially unworkable.' A negative attitude towards police can mean the public may be unwilling to phone the police to report an incident they witness or are directly involved in. This can be shown by a BBC news article in February 2020 which states that crimes are going unreported as the public lose faith in the police. A survey conducted by the IPSOS concluded that only 34% of people think the police treat all people with respect and only 37% of ethnic minorities think they will be treated fairly. Should victims not engage, the Police are limited as to how they can respond to an incident as they can only work with what they can see and what they have been told.

Major/critical incidents is another situation where the role of the police is judged by the public and also other emergency services. JESIP defines a major incident as an 'event of situation with a range of serious consequences, which requires special arrangements to be implemented by one or more emergency responder agency.' During these types of call, each emergency department will have their own roles and responsibilities as well as policies to follow. During these types of incidents, the perception from bystanders of the police role is to keep the wider community safe. The police want to be seen to be in control and to have a clear plan on how to resolve the incident with minimal casualties.

A recent example of a local major/critical incident is the Mayhill Riots in May 2021 in Swansea. This required a number of different services to attend however it was only declared a critical incident after the event had taken place as shown in a Wales Online news article. The Chief Constable of South Wales Police had to apologise to the residents of Mayhill for the operational police response to the disorder, this was published on the South Wales Police website. A review was taken after this incident to investigate what went wrong and how the police service can improve their response in the future. The negative perception the public now have after this response means that their trust in the police has been taken away, meaning as previously mentioned, they may now be less likely to report crimes in the future.

In conclusion, public perception has a huge impact on the role of a response officer. As I have stated, a negative public perception could lead to a massive negative cycle of mistrust. This could lead to the public being less likely to report future incidents or engage with the police should anything happen to them. Major and critical incidents are a chance for the police to show how well they work under special circumstances and with other emergency departments. If they do not deal with an incident in an effective way, this can also majorly affect the public perception of the service.

Information and Intelligence/ Communications skills 937

In this section, I am going to evaluate the methods used by police to gather information and intelligence, look at how it is used and how intelligence is communicated within and outside of the police service.

Firstly I will look at the definitions of both information and intelligence which I have taken from intellifence101.com website. Information is defined as 'information is essentially raw data (lacking context or analysis). Intelligence is defined as 'intelligence is collated processed information (often from multiple sources).

There are many ways in which police can gather information which can then be processed into intelligence. These can be less intrusive measures such as social media contact and members of the public contacting the control centre. Slightly more intrusive methods could include door to door enquires, if close to a scene location, and the most intrusive methods being the interviewing of suspects and taking statements from victims. It is important to gather this information as it builds a picture of what is happening in the area and the police can then decide on the most appropriate resource levels that are needed at any one given time. The Home Office published guidance and practise advice in 2010 which states information 'helps direct appropriate responses to prevent and reduce crime, disorder and anti-social behaviour; apprehend and prosecute offenders; reduce reoffending; address issues associated with the misuse of drugs and alcohol...and enhance public reassurance and confidence in the services that are in place to improve community safety.'

I will now look at how the police decided which information is used and which is shared. South Wales Police share guidance online in their Privacy-Notice Section. This guidance states 'disclosures are considered by a case-by-case basis, ensuring that only the personal information which is necessary....is disclosed with appropriate controls and safeguards in place.' Avon and Somerset police also produced a news article in 2018 stating how important the collection of information is as that may give the officers what they need "need to carry out a safeguarding visit... identify criminal activity and potentially lead an investigation and prosecution.' This then backs up what is said by South Wales Police.

When considering what information can be used as intelligence, it is important to acknowledge the legitimacy of the information. In Criminal intelligence: Manual for Analysts in 2011 stated, 'Intelligence always involves a degree of interpretation resulting in an inevitable degree of speculation and risk.'

The importance of sharing intelligence between police forces came to light in the Ian Huntley case where he was investigated by Humberside Police but this investigation was not found by Cambridgeshire Police when he was vetted in November 2001. Following the trial, an inquiry was undertaken by Sir Michael Bichard which resulted in the Bichard report (2004). This report recommended 'a national police intelligence system for vetting purposes' Peter Gill 2004/05 Policing in Ignorance?. Following this the Management of Police Information Code of Practice was introduced which "provide a way of balancing proportionality and necessity...highlight issues that need to be considered in order to comply with law and manage risk..." (College of Policing)

I will now look at a model used for processing and sharing intelligence. The National Intelligence Model (NIM) is a standardised framework to place intelligence at the forefront in reducing crime and disorder. It informs strategic and tactical decision making. It was created by the National Criminal Intelligence Service in 1999. It was developed by the forty three police forces in England and Wales...and has been adopted by other agencies such as...National Crime Agency, United Kingdom Immigration Service and by Crime and Disorder Reduction Partnerships (Orodite Consulting Website). Keningale BSC Policing Network (2020) defined NIM as 'business framework which

provides structure in a police investigation and turns this into actionable intelligence". In relation to NIM the National Crime Agency website states 'The NIM provides a well-structured mechanism for this approaching providing three tiers of analysis and response.' The three tiers are as follows:

Level 1- Local crime and disorder capable of being managed by local resources

Level 2- Cross border issues affecting more than one are command or division within a force, or affecting another force or regional crime activity and usually requiring additional resources

Level 3- Serious and organised crime usually operating on a national and international scale requiring identification by proactive means and a response primarily through targeted operations by dedicated units. It is also likely to require a national preventative response.

The National Intelligence Model "allows a joined up approach between local and national police issues" and there has been "an increase in regional and force collaborations across a range of issues" Kirby and McPherson (2004) .

When we look at communication and sharing skills in an organisation such as the police, it's important to be brief, clear and to the point. This is so information can be passed over clearly and there is no mistake in information passed. Mistakes in communication in an organisation such as the police can have disastrous consequences. This is shown in the European Journal of Policing studies which states 'If knowledge is not shared appropriately then critical knowledge can be lost or detrimental effects incurred.'

In conclusion, the police use a number of different methods to collect information which it then changes into viable intelligence. The sharing of information has to be regulated and monitored in order to make sure that it is used appropriately. It is important to share this information effectively to ensure the service give a correct and appropriate response. This will help reduce serious crimes from occurring and help the police focus in the correct places when conducting their work.

Public Protection 913

In this section, I will be investigating and evaluating police strategies in relation to dealing with public protection incidents. I will also look at the impact abuse has on victims and the association between serious and organised crime groups and public protection issues. This includes looking at how domestic abuse situations can possibly lead to future offending and possible exploitation by other criminals.

To start with I will look at what defines an adult at risk which is defined under the Social Services and Well-Being (Wales) Act 2014. Section 126 (1) defines an adult at risk as an adult who 'Is experiencing or is at risk of abuse or neglect (a)' and 'has needs for care and support (whether or not the authority is meeting any of those needs)(b)'. South Wales Police have a procedure for dealing with incidents involving adults at risk. This involves ensuring the correct officers are allocated to the incident, safeguarding measures are put in place and a PPN is completed.

Public Protection Notifications (PPN) are completed by Police Officers and with the consent of the person, are passed to a public protection unit who sends them to relevant partner agencies. These agencies then contact the person and offer expert services, such as Social Services. They provide a set log of incidents that the person has been involved in and creates a history of these events.

Domestic incidents are a primary example of when PPNs are used. There may only be two main persons involved in the incident, however if you look at the witnesses and children that may be at the property, then the number can increase. When looking through the Public Protection Notification (PPN), if children were involved in the incident they are still included in the report when it is sent on. This is even the case with children that weren't present during the incident or that do not live in the household. PPNs have been criticised which was shown in a report undertaken by Public Health Wales and the South Wales Police and Crime Commissioner in 2017. Social services teams had a positive view of the PPN process however officers viewed it negatively. They stated that the "form was too lengthy, took too long to complete and included some questions which were inappropriate".

It is important to check the welfare of the children to see how incidents have affected them. They are included in the PPN even if they didn't witness the incident but were in the household as they could have heard something. The importance of this is so that the child could be monitored for adverse childhood experiences (ACE). A "cycle of childhood adversity can lock successive generations of families into poor health and anti-social behaviour" as found in an ACE Study carried out in 2015 by Public Health Wales.

Children who live in a harsh upbringing with lots of incidents have been linked to many criminogenic risks which include drug and alcohol abuse which can be a gateway to crime. This was shown by the NHS in ACE Report 1 which states that "Adults in Wales who were physically or sexually abused as children or brought up in households where there was domestic violence, alcohol or drug abuse are more likely to adopt health-harming and anti-social behaviours in adult life.

Identifying these 'children at risk' can be important so procedures can be put in place to stop them from getting to a point where they offend later in life. On the Woman's Aid website it makes reference to this and states 'children can experience both short and long term cognitive behavioural and emotional effects as a result of witnessing domestic abuse.'

Organised Criminal Gangs are likely to use vulnerable people, such as domestic abuse victims when operating. This was outlined in the Serious Organised Crime Strategy in 2018 which states "Serious and organised criminals in the UK...ruthlessly target the most vulnerable, ruining lives and blighting communities." The Metropolitan Police state that OCG groups 'exploit vulnerable people, including children and those with mental health or addition issues, by recruiting them to distribute the drugs, often referred to as a 'drug running' ".This could start off as drug taking and end up with them being drug runners for organised crime groups. The OCG groups will look towards younger children to run their 'product' for them as children can be seen as cheap labour, easily influenced, they draw less attention by police and are dealt less harshly by police if caught. It also means the groups don't directly have contact with their own supply. This is also backed up by the NSPCC which states 'Organised criminal gangs groom children and young people because they are less suspicious and are given a lighter sentence than adults.'

In conclusion, identifying the adults and the children at risk in abusive situations, such as domestic violence cases, is extremely important. By identifying these vulnerable people, it allows the police to put in place safeguarding procedures and lets them notify other agencies that may be able to assist in a suitable way for the circumstances. Public Protection Notifications are the main way the police do this however they have their weaknesses, and this sometimes means that they are not used to the best of their abilities. By intervening at these early stages, it helps prevent children and vulnerable adults from being possibly drawn into future crimes. It can also stop them from being exploited by organised criminal groups.

In this section I will be looking at 'what works' in policing and strategies used to reduce reoffending. First of all I want to look at why people offend in the first place. Jeremy Bentham (1748-1832) had his views on criminology publicised and he made public his findings and hypotheses from the research he had conducted. He believed criminals broke the law for excitement, money, sex or something else of value not just for material gain. Bentham also spoke about the roles of the Criminal Justice Service to ensure that any pleasure gained from breaking the law was just outweighed by the pain of the punishment. Like Beccaria, Bentham also had strong views and rejected the death penalty (save in respect of murder). He had a utilitarian philosophy, that offences worthy of punishment produce unhappiness and pain; distinguishing between criminality and morality.

When I talk about evidence-based policing Mitchell and Huey (2019) suggested 'Evidence based policing is not particularly well-understood concept by many. One cause of confusion is the term 'evidence'.'

In terms of crime prevention theories, I will look at Routine Activity Theory (RAT) developed by Cohen and Felson (1979) referenced from Science Direct Science. To better understand RAT, I have decided to read 'The Criminal Act: The Role and Influence of Routine Activity Theory'. This journal was edited by M Anderson & G Farrell (2015). In the book it states 'The routine activities perspective has always been influential in work on repeat victimization.' That suggests repeat victims can count towards a majority of calls. This means if a solution is found to one or two of these 'targeted' areas, it will reduce the crime statistics massively.

Later in the article, it suggests that the 'seemingly simplistic nature of RAT led many in academics to initially disregard or reject this theory outright,' however we now know that RAT theory is one of the most used and taught theories. The theory suggests that all three factors, a suitable target, a motivated offender and lack of a capable guardian, need to be present in order for a crime to take place. This means that a motivated offender may find a suitable target but since there IS a capable guardian an offense will not take place.

A theory I have considered is Classicism and it works based on three main ideas. It assumes that criminals exercise free will and rationality (rational choice). The theory also relies on the assumption that humans are 'rational actors' and make decisions (in this case a decision to carry out a criminal act) based on a cost – benefit analysis. Lastly, Classicists often take this for granted and focus most of their intellectual effort on how to prevent crime and punish the offender. To sum up, classic theory suggests that offenders make the decision to commit crime out of free will and this can be linked the pain-pleasure principle. This means that offenders act in a way to cause maximum pleasure and minimum pain. An example of this could be if both rape and murder carry the death sentence, then an offender of rape may be inclined to murder the victim who is a perceived witness as they is no worse punishment and they will be less likely to be charged with rape if there is no witness.

However, with every model there are problems and there is no exceptions with the classical model. (StuDocu) It was judged to be over simplistic- people behave in 'free fashion, if they can see they will be punished, if caught they will be deterred. It views committing crime as a 'free choice' and there was an assumption that societies work in fair and just ways.

David Matza developed Drift Theory (StuDocu) and argued 'offenders drift in and out of criminal behaviour, justifying their offending by making the decision to rationalise their behaviour to

themselves and others, such as denying responsibility for their actions. Matza Drift theory heavily realises on the fact the offenders actively decide to 'switch off' and away from their 'values' in order commit the crime and can start and stop participating in crime at will.

As the police, we always try to find ways to reduce re offending. The Ministry of Justice (2013) (gov.uk) looks at factors which influence reoffending. This includes difficult family backgrounds and financial issues. It also considers dynamic factors such as education, drug abuse and employment status. Currently the reoffender rate of prisoners released after less than 12 months custody is 58%, this drops to 35% for prisoners released after 12 months or more in custody. The article also looks at how to work effectively with offenders. It found most offenders had multiple factors involved in offending, as mentioned above, and failure was often a result of trying to tackle them all at once. This article suggests that a holistic approach, tackling one factor at a time, had a better success rate as it was more manageable and achievable for the offender. Consistency, in terms of who engages with the offender to encourage better change, isn't essential but again often achieves better results.

In conclusion, there are many different theories which look at why people offend. The concepts and ideas often overlap. I believe it is clear the police have been given the responsibility to reduce reoffending but don't currently have the tools to do this job effectively. Police need to work with outside agencies to try and achieve this but this is a fairly recent development and more work and better practises will come to light over the next few years. All this is for nothing however if the offenders don't engage and don't have the attitude or desire to change in the first instance.

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